

**House File 2373 - Introduced**

HOUSE FILE 2373  
BY COMMITTEE ON ECONOMIC  
GROWTH

(SUCCESSOR TO HF 2234)  
(SUCCESSOR TO HSB 512)

**A BILL FOR**

1 An Act allowing private employers to grant a preference in  
2 hiring and promotion to veterans and certain spouses.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. 35.3 Veterans preference in private  
2 employment permitted.

3 1. A private employer may grant preference in hiring and  
4 promotion to an individual who is a veteran.

5 2. a. A private employer may grant preference in hiring  
6 and promotion to the spouse of a veteran who has sustained  
7 a permanent, compensable service-connected disability as  
8 adjudicated by the United States veterans administration or by  
9 the retirement board of one of the armed forces of the United  
10 States.

11 b. A private employer may grant preference in hiring and  
12 promotion to the surviving spouse of a deceased member of the  
13 United States armed forces who died while serving on active  
14 duty during a time of military conflict or who died as a result  
15 of such service.

16 3. Granting a hiring or promotion preference under this  
17 section does not violate any state law or local ordinance  
18 regarding equal employment opportunity, including but not  
19 limited to chapter 216.

20 4. The hiring and promotion preferences allowable  
21 under this section shall only be granted if consistent with  
22 applicable federal laws and regulations.

23 EXPLANATION

24 The inclusion of this explanation does not constitute agreement with  
25 the explanation's substance by the members of the general assembly.

26 This bill allows private employers to grant a preference in  
27 hiring and promotion to veterans and certain veterans' spouses.

28 The bill specifically permits private employers to grant  
29 a preference in hiring and promotion to veterans as defined  
30 in the Iowa department of veterans affairs law. Private  
31 employers are also allowed to grant such preferences to the  
32 spouse of a veteran who has sustained a permanent, compensable  
33 service-connected disability as adjudicated by the United  
34 States veterans administration or by the retirement board of  
35 one of the armed forces of the United States. These employers

1 may also grant such preferences to the surviving spouse of a  
2 deceased member of the United States armed forces who died  
3 while serving on active duty during a time of military conflict  
4 or who died as a result of such service. The bill only permits  
5 employers to grant such preferences as far as is consistent  
6 with federal laws and regulations.

7 The bill provides that granting such a preference does  
8 not violate any state law or local ordinance regarding equal  
9 employment opportunity, including Code chapter 216.